

AFSCME, Local 101  
MUNICIPAL EMPLOYEES' FEDERATION (MEF)  
CONFIDENTIAL EMPLOYEES' ORGANIZATION (CEO)  
**INITIAL LIST OF INTERESTS AND ISSUES**

*AFSCME wishes to raise the following issues to the extent that they are mandatory subjects of bargaining. AFSCME also reserves the right to modify, amend, and/or add issues to this initial list of interests and issues.*

**1) WAGES AND SPECIAL PAY**

- Standby Pay and shift scheduling
- Call Back
- Reinstatement of 2%
- Step increases
- Special adjustments (Reclassifications)
- Working in a Higher Classification
- Protective Wear (boots) (TA 1/25/13)
- Dress Guidelines (city shirts, replacement, etc.) (TA 1/25/13)
- Shift Differential

**2) HOURS OF WORK AND OVERTIME**

- Mandatory Overtime
- Compensatory Time
- Overtime when assigned to work Holidays
- Length of day (beyond 12 hours, FT and PT)

**3) LAYOFF**

- Seniority List (proposed 2/8/13)
- Exemptions (proposed 2/8/13)
- Layoff Dispute Resolution Process (proposed 2/8/13)

**4) DISCIPLINARY ACTION**

- Informal Written Reprimand (proposed 2/8/13)
- Extend to part-timers (proposed 2/8/13)

**5) GRIEVANCE PROCEDURE**

- Timeline Step I (proposed 2/8/13)
- Cost of Arbitrators List (proposed 2/8/13)

**6) LEAVES**

- Flex time (special events, release time)
- Holidays
- Vacation and Personal leave (Vacation proposed 3/28/13)
- Sick leave

**7) OTHER BENEFITS**

- Public Transit Subsidy (proposed 3/28/13)



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**8) CONTRACTING OUT**

- Alternative Service Delivery
- Competition Policy

**9) EDUCATIONAL AND PROFESSIONAL INCENTIVES**

- Certification, mandatory attendance, registration fees, advancements, and per-diem

**10) LABOR MANAGEMENT COMMITTEES**

- Meeting preparation time as release time

**11) ANNUAL PERFORMANCE EVALUATION**

- Pre-performance, assessment, peer-to-peer, 360, other input

**12) PART-TIME ISSUES**

- 1040 hours (yearly)
- Outside work permits and scheduling accommodations/conflicts
- Discipline (proposed 2/8/13)
- Layoff and reinstatement
- Training/professional education reimbursement
- Maximum hours (part-time yearly hours)

**13) SAFETY**

- Process to deal with suspected violations (proposed 2/8/13)

**14) UNION RIGHTS**

- Information Posting on Intranet (proposed 2/8/13)
- Correspondence (proposed 2/8/13)
- Voluntary Deductions – PEOPLE language and reporting (proposed 2/8/13)
- Advance Notice – promotional qualifying

**15) OTHER ISSUES**

- Council Administrative Assistants (CEO) – settlement agreement
- Library Assistant Classification Study (MEF) – side letter agreement
- Sr. Airport Operations Specialist (MEF) – Pilot Program side letter agreement – extend paid lunch to ASO's
- Volunteers, Interns, and Contract employees doing our bargaining unit work (given our 10+% reduction and reduced number of employees/increased work load)